IOWA COLLEGE STUDENT AID COMMISSION

University of Wisconsin – Green Bay
Application for Postsecondary Registration
February 9, 2015

STAFF ACTION: Approve the request from the University of Wisconsin – Green Bay for a two-year registration term that begins on February 9, 2015, and ends on February 9, 2017.

Registration Purpose

Revised Iowa Code Sections 261B.2 (definitions) and 261B.3 (effective July 1, 2012) require a school to register with the Commission if a person compensated by the school conducts any portion of a course of instruction, including by in-person, distance education, or correspondence method in this state or if the school otherwise has a presence in this state. Presence means a location in Iowa at which a student participates in any structured activity related to a school's distance education course of instruction. Presence also means an address, location, telephone number, or internet protocol address in Iowa from which a school conducts any aspect of its operations. Staff required the University of Wisconsin - Green Bay (UWGB) to register because it offers a program(s) that includes a structured field experience that an Iowa resident may participate in at an Iowa location.

Institutional Information

The University of Wisconsin – Green Bay is a public postsecondary educational institution whose main campus is located at 2420 Nicolet Drive, Green Bay, Wisconsin. The school's chief executive officer is Dr. Gary L. Miller, at the same address. The University applied for registration in Iowa only to offer distance education programs. Therefore, it has no Iowa contact person and no Iowa resident agent. Since the University is an instrumentality of a state, it is not appropriate for the University to register with the Iowa Secretary of State as a corporation conducting business in Iowa.

Physical Facilities: Not applicable for a distance education program provider.

Accreditation: The University is accredited by the Higher Learning Commission (HLC), a regional accrediting agency recognized by the federal Department of Education. In addition, the University holds programmatic accreditation from the Commission on Collegiate Nurse Education (CCNE) for its Bachelor of Science in Nursing (RN to BSN) program, which the University offers to Iowans via distance education. The University is a candidate for CCNE accreditation of its Master of Science in Nursing program. A CCNE site visit to the University is scheduled for March 1-4, 2015.

Federal Stafford Loan Cohort Default Rate (FFY 2011 3-year rate): 4.2%

> For comparison purposes, the FFY 2011 national average 3-year cohort default rate is 13.7%.

Graduation Rate (the percentage of first-time, full-time undergraduate students who completed their program within 150% of the normal program completion time, as reported to the federal Department of Education): 46%.

Average Loan Debt upon Graduation: For the entire University of Wisconsin System, which includes the Green Bay campus and 13 other locations, the average debt upon program completion for students who graduated during the 2011-2012 institutional academic year was $18,856.

Record Preservation: UWGB follows records management policies established by the State of Wisconsin and the University of Wisconsin System. State agencies such as the University of Wisconsin System are required by Wisconsin law to provide records schedules for all records not already covered by an existing records schedule. By law, a Records Disposition Authorization must be submitted for approval by the Public Records Board within one year after each new record has been received or created. After 10 years, the Records Disposition Authorization sunsets, and a new one must be submitted for Public Records Board approval. Paper records are converted into electronic data stored in computer systems, which are maintained in accordance with the University of Wisconsin System Information Technology Records General Records Schedule http://www.uwgb.edu/records/files/pdf/ITGeneral.pdf. This electronic records schedule also addresses the University's back-up data as it relates to its plan for disaster recovery.

The University of Wisconsin System records disposition schedules are posted on the UWGB web site at http://www.uwgb.edu/records/general_schedules.asp. These include specific schedules for financial aid records and student academic records http://www.uwgb.edu/records/files/pdf/Student%20Academic%20Records.pdf.   Student transcripts are retained permanently. The University of Wisconsin - Green Bay maintains an Archive that preserves records which must be kept permanently and provides a retrieval system for those records.

Transcript Requests: Any current or former student may request a transcript by contacting:

> Amanda Hruska, Registrar
> 2420 Nicolete Drive
> Green Bay, WI 54311
> (920) 465-2155
> http://www.uwgb.edu/registrar/transcripts/

Instructional Methodology: Desire2Learn is UWGB's online course management system. Desire2Learn's functionality includes online grades, quizzes, content areas, assignment dropboxes, ePortfolio, and online surveys used for polling, research, and online course evaluations. UWGB also supports audio and video digitization, file conversion, web hosting and streaming, and "lecture capture" in the instructor's classroom, in the instructor's home or office, or in the University's lecture capture studio.

Technical support for the Desire2Learn online course platform is available to online program students via email or phone Monday – Thursday 8 am – 8pm, and on Friday 8 am – 4:30 pm. The University also provides an online Desire2Learn "frequently asked questions" document at

http://www.uwgb.edu/ltc/D2L/FAQs/ and posts announcements for users on Twitter. These announcements are also accessible on the University's website at http://www.uwgb.edu/ltc/D2L/courserequest.asp. Basic skill instructions for students regarding emails and attachments, copying and pasting, installing software, and using Office 365 are posted on the University's website at http://www.uwgb.edu/ltc/D2L/for-students/techskills.asp.

Certain programs will include clinical or practicum coursework that requires training in an appropriate setting located within the State of Iowa. During the clinical or practicum training experiences, students apply knowledge gained in the classroom in a professional setting under the supervision of an on-site clinical preceptor or mentor. The students and faculty work together in identifying an appropriate facility that will serve as the training site.

Student Learning Resources: The Cofrin Library http://www.uwgb.edu/library/ provides online program students with 24/7 access to UWGB's Library resources. Online program students at UWGB have access to the same Library resources as on-campus students. These resources include an online catalog, 176 databases, collections of journals, magazines, and newspapers, and the University's collection that includes over 285,000 paper books, government publications, instructional materials, and legal materials.

Students who are located a long distance from the Green Bay, Wisconsin campus are encouraged to check locally for needed library items. However, a student may request books and other physical items from the Cofrin Library or other libraries be delivered directly to the student's home via standard U.S. mail. Universal borrowing permits a student to request physical items from another University of Wisconsin System Library. Interlibrary loan allows a student to request anything from libraries across the globe. Articles usually arrive within 1-3 days and physical items within 5-7 business days. Students may search for physical items through WorldCat and for articles through Search@UW or the Cofrin Library's databases.

The Cofrin Library also provides online guides for choosing and citing sources, finding and checking out materials, finding articles and journals, and research guides compiled by UWGB's librarians on 74 topics. Library instruction for students is available upon request from an instructor. An instructor may also request that a librarian incorporate library research activities directly into an online course.

Students who need assistance may contact the Cofrin Library Ask a Librarian service via phone (voice or text) or chat during Library Research Desk hours Monday – Friday 8 am – 4pm. Students may contact the Reference Desk via email. The Research Desk generally responds to an email inquiry within one business day. A student may also set up a one-on-one appointment for a research consultation with a Reference Librarian.

Online program students may also access other services the University offers. This includes Career Services, which offers career counseling, career assessments, assistance in researching careers, and skill building support in developing resumes, professional letters, searching for jobs, and interviewing. Career Services also networks with employers who are interested in connecting with UWGB students and alumni to identify qualified employees and internship candidates.

The University has a Counseling and Health Center. Its professional counseling services are available only to students who enroll in on-campus programs. However, it makes considerable

information available online concerning health and wellness, sexual assault, alcohol, tobacco, drugs, and communicable disease.

Curriculum Evaluation and Development: The University's curriculum development process is outlined in a Curriculum Planning and Procedures Guide http://www.uwgb.edu/provost/curriculum/, which is approved by the University Committee (an executive committee of the Faculty Senate) and the Faculty Senate. This Guide provides an overview of the UWGB curriculum approval procedures, which range from the establishment of new degrees to minor modifications of existing courses. The curriculum approval procedures have been structured to comply with existing UWGB and University of Wisconsin (UW) System policies and procedures while at the same time encouraging faculty to creatively develop and refine the University's curriculum and academic programs to improve quality and maximize student learning opportunities.

The process to create a new program is outlined in the chart below.

Approval Process	
Step 1	A faculty committee prepares an "entitlement to plan" a new degree following the guidelines established by UW System and described in *Guidelines for Academic Program Review & Regent Policy ACIS-1.0.* Following approval by the dean and Provost, the Provost submits the proposal to the UW System Associate Vice President for Academic, Faculty, and Global Programs.
Step 2	After receiving the entitlement to plan, a faculty committee prepares a full proposal following the guidelines established by UW System and described in *Guidelines for Academic Program Review & Regent Policy ACIS-1.0.* and completes the *Form CA Curricular Actions Cover Sheet.*
Step 3	Notification of academic plan/course descriptions are shared with Student Services offices (Bursar, Financial Aid, Registrar) for review of the proposal for programmatic considerations for building degree audit, course numbering, enrollment requirements, billing codes, and any information regarding certification with the Department of Education/Veteran Affairs. Collaborative programs require discussions with collaborative schools regarding academic calendar synchronization. These comments will be shared with the faculty committee so any necessary changes can be made. Additionally, all Student Services offices should be notified of the progress pending approval and updated as action is taken.
Step 4	If any courses or other degree requirements are outside the jurisdiction of the initiating faculty committee, then the draft proposal must be reviewed by the Interdisciplinary Unit(s) impacted by the creation of the new degree. The chair of the initiating faculty committee is responsible for sending (electronically) a complete proposal to the chair of the unit(s) impacted. As the proposal progresses through the approval process, it must include written documentation from <u>all</u> of the unit(s) consulted.
Step 5	The proposal may be revised based on the comments received. When a final proposal is approved by the initiating Interdisciplinary Unit Executive Committee, the proposal and all supporting documentation is forwarded to the dean for review and approval.
Step 6	The dean reviews the proposal and supporting documentation and has the option of approving the proposal, not approving the proposal, or requesting changes to the proposal. Approved proposals and supporting documentation are then routed to the appropriate governance committees. The Academic Affairs Council or Graduate Studies Council should be the last governance committee to review the proposal. ▪ <u>General Education Council (GEC)</u> – if the degree involves changes to the institution's general education requirements.

	▪ <u>Graduate Studies Council (GSC)</u> – if the proposal involves a master's degree. ▪ <u>Academic Affairs Council (AAC)</u> – if the proposal involves a bachelor's degree. As the proposal progresses through the approval process it must include the appropriate *Form Z* that includes the comments and suggestions of the governance committees that reviewed the proposal. Following the AAC or GSC review, an approved proposal, supporting documentation, and completed *Form Z* are forwarded to the chair of the University Committee for action by the Faculty Senate. (Note: Step #5 and #6 can be done concurrently.) If not approved by the AAC or GSC, the proposal is returned to appropriate dean(s).
Step 7	Two outside consultants, who have experience with a degree program similar to the one being proposed, are contacted by the dean to conduct a review of the proposal. The recommendations of these reviewers are forwarded to the Provost and included with the proposal as it progresses through the approval process.
Step 8	The dean(s) is responsible for presenting the proposal to the Faculty Senate. If the Faculty Senate approves the proposal it is sent to the Provost for review and approval. If <u>not</u> approved by the Faculty Senate, the proposal is returned to the appropriate dean(s).
Step 9	The Provost reviews the proposal. If approved, it is forwarded to the Chancellor for final institutional approval. If not approved, the proposal is returned to the appropriate dean.
Step 10	The proposal and recommendations are reviewed by the Chancellor, who approves or does not approve the new degree and returns the *Form CA Curricular Actions Cover Sheet* and supporting documentation to the Provost.
Step 11	Share the final proposal with the Bursar and Registrar for the pre-building of courses with appropriate billing codes identified. DO NOT publish in the upcoming catalog or schedule of classes.
Step 12	If approved, the Provost forwards the proposal and supporting documentation to a Program Review Committee consisting of a Provost representative, one or two institutional representatives and a UW System representative. The Committee reviews the proposal and submits, through the Provost, a recommendation to the UW System Associate Vice President for Academic, Faculty, and Global Programs for approval.
Step 13	If approved by the UW Associate Vice President, the proposal is submitted to the UW Board of Regents Education Committee and full Board for approval.
Step 14	If approved by the Board of Regents, the Provost notifies the Office of the Registrar that the new degree has been approved and when it should be officially implemented.
Step 15	A full curriculum copy should be submitted to the Registrar's Office for inclusion in the next catalog and for the building of a degree audit. It should also be submitted to the Financial Aid Office for their submission to the Department of Education and/or Veteran's Affairs for approval.
Step 16	The Associate Provost insures the new degree is included in the UW System Central Data Request.
Step 17	Convene a meeting with appropriate faculty, Dean of Enrollment Management, Associate Provost, Academic Advising, Admissions, Adult Degree, Bursar, Financial Aid, and Registrar directors to identify any outstanding issues for the degree implementation and to provide overview. Directors will then provide direction to their staff who may field questions regarding the new UWGB degree.
Step 18	Associate Provost notifies Admissions and Registrar's Offices that the letter to UW System has been acknowledged. UW System CDR will then notify the Registrar representative who programs degrees into the Degrees Database. The Registrar's Office in turn notifies Admissions so they will be aware of incoming applications to the new degree.
Step 19	Courses are finalized for the schedule of classes and PIN numbers are created and sent to UW Extension if necessary.

Note:	If there is collaboration with UW Extension for reporting/data collection, Academic Affairs will notify Enrollment Management of the required information and jointly coordinate any necessary meetings with Extension, other collaborative schools, UWGB Student Services office personnel, and CIT personnel.
Step 20	Follow-up meetings should be arranged whenever issues arise with the implementation of the new degree including appropriate academic and Enrollment Management staff.

The process to modify an existing program is outlined in the chart below.

Approval Process	
Step 1	The chair of an Interdisciplinary Unit Executive Committee prepares a proposal to modify existing degree requirements and completes the *Form CA Curricular Actions Cover Sheet* and attaches all required supporting documentation (see Appendix A).
Step 2	If the proposed modification(s) involves courses or other degree requirements that are outside the jurisdiction of the initiating Executive Committee, the draft proposal must be reviewed by the Interdisciplinary Units(s) that will be impacted by the changes. The chair of the initiating faculty committee is responsible for sending (electronically) a complete proposal to the chair of the unit(s) impacted. As the proposal progresses through the approval process, it must include written documentation from <u>all</u> of the unit(s) consulted.
Step 3	The proposal may be revised based on the comments received. When a final proposal is approved by the initiating Interdisciplinary Unit Executive Committee, the proposal and all supporting documentation is forwarded to the dean for review and approval.

Step 4	The dean reviews the proposal and supporting documentation and has the option of approving the proposal, not approving the proposal or requesting changes to the proposal. Approved proposals and supporting documentation are then routed to the appropriate governance committees. The Academic Affairs Council or the Graduate Studies Council should be the last governance committee to review the proposal.
	
	    ▪ <u>General Education Council (GEC)</u> – if the degree involves changes to the institution's general education requirements.
	    ▪ <u>Graduate Studies Council (GSC)</u> – if the proposal involves a master's degree.
	    ▪ <u>Academic Affairs Council (AAC)</u> – if the proposal involves a bachelor's degree.
	
	As the proposal progresses through the approval process, it must include the appropriate *Form Z* that includes the comments and suggestions of the governance committees that reviewed the proposal. Following the AAC or GSC review, an approved proposal, supporting documentation, and *Form Z* are forwarded to the Provost. If not approved by the AAC or GSC, the proposal is returned to dean.

Step 5	The proposed degree modification with supporting documentation is reviewed by the Provost. If approved by the Provost, the chair of the initiating Executive Committee, dean, Registrar and SOFAS are notified that the degree program requirements have been modified and the effective date of the change. If not approved by the Provost, the proposal is returned to the dean.
Step 6	The Provost notifies the UW Associate Vice President for Academic, Faculty, and Global Programs that modification of requirements to an existing degree program have been made and the effective date of the change.

Student Complaints Process: A student may file a complaint against UWGB alleging a violation of one or more of the following categories:

- State consumer protection laws that include but are not limited to fraud and false advertising.
- State law or rule relating to the licensure of postsecondary institutions.
- Quality of education or other State or accreditation requirements.

A student should utilize the University's internal complaint or review policies and procedures through the Office of Student Affairs or Office of the Provost. If a resolution is not reached at the institution level, or if the student believes that the nature of the complaint or its impact on the system as a whole warrants an immediate review by the UW System Administration, the student may contact the UW System Administration - Office of Academic, Faculty and Global Programs (AFGP), afgp@uwsa.edu or call 608.262.5862. Students may also find additional information at https://www.wisconsin.edu/student-complaints/.

Students who have a complaint regarding a distance education course or program offered by the University may contact the State agency that handles complaints against postsecondary education institutions offering distance learning within that State. The University provides a link to a list of State agency contacts to which a student may file a complaint on its student complaints procedures website at http://www.uwgb.edu/provost/policies/complaint-procedures.asp.

Distance Education Programs Offered In Iowa

The total, **estimated** cost of tuition, fees, books and supplies for each program is listed below.

Undergraduate Certificate Programs

- Emergency Management - $9,470
- Public and Environmental Affairs - $10,068
- Nonprofit Management - $15,051

Associate Degree Programs

- Associate of Arts and Sciences - $17,280

Baccalaureate Degree Completion Programs

- Bachelor of Applied Studies in Integrative Leadership Studies - $17,280. Concentrations are available in subject matter including but not limited to communications, arts, emergency management, environmental policy studies, human development, leadership in public service, nonprofit leadership, and in a self-directed area of emphasis.
- Bachelor of Science in Nursing (RN to BSN)* - $25,500
- Bachelor of Science/Health Information Management and Technology* - $34,560

Four-Year Baccalaureate Degree Programs

- Bachelor of Arts in Integrative Leadership Studies - $34,560. Concentrations are available in subject matter including but not limited to communications, arts, emergency

management, environmental policy studies, human development, leadership in public service, nonprofit leadership, and in a self-directed area of emphasis.

- Bachelor of Business Administration - $34,560

Master's Degree Programs

- Master of Science in Sustainable Management - $23,630
- Master of Science in Nursing/Leadership and Management in Health Systems* - $20,094

Field Experiences:

Students enrolled in the Bachelor of Science in Health Information Management and Technology participate in a three credit-hour Capstone course that includes an internship. Students must locate an internship site that is related to healthcare and set up a semester long project from which they can gain hands-on experience in the area of the student's concentration. Internship sites may include hospitals, clinics, insurers, or government agencies. Project set-up is conducted jointly by the student, the internship site sponsor, and the University faculty member who teaches the course. Internship supervision is performed by the internship site supervisor and the University faculty member.

Students enrolled in the Bachelor of Science in Nursing (RN to BSN) program participate in a three credit-hour community health practicum. Faculty members arrange practicum experiences in public/community health agencies, for example, an official public health department, a correctional facility, a faith-based health center, or school or campus health department. The student must complete at least 126 clock hours of practicum during the semester.

Students enrolled in the Master of Science in Nursing program must complete three, three credit-hour practicum courses, for a total of 504 clock hours spread over the last three semesters of the program or approximately 12 clock hours per week. Students using their current practice or work settings for their planned MSN practicum experiences need to integrate new knowledge and demonstrate attainment of the leadership and management MSN program outcomes through experiences that are outside of their regular job requirements. Each MSN student will have an assigned, master's prepared mentor at the practicum site. University faculty will evaluate MSN students in practica according to the MSN program and student outcomes.

Registration Compliance

As required by Iowa Code Section 261B.4, the University disclosed its institutional policy on refunding tuition charges for withdrawn students. Since the University is not a for-profit institution, its tuition refund policy is not governed by Iowa law or rule.

Administrative rules specifically require the school to comply with the requirements of Chapter 261.9(1) "e" through "h".

- Iowa Code Section 261.9(1)(e) requires a school to maintain and disseminate a drug and alcohol abuse policy that includes sanctions for violation of the school's policy and

information about the availability of drug or alcohol counseling or rehabilitation. Iowa Code Section 261.9(1)(f) requires a school to maintain and disseminate a sexual abuse policy that includes information about counseling opportunities and reporting instances of sexual abuse to school officials and law enforcement. These requirements duplicate policies and disclosures required by the federal Department of Education for a school that participates in the federal student aid programs. The University complies with the requirements of Iowa Code Section 261.9(1)(e) and (f), and discloses these policies and services to students on its website at:

- ✓ http://www.uwgb.edu/deanofstudents/policies_procedures/students/alcohol.html.
- ✓ http://www.uwgb.edu/deanofstudents/policies_procedures/students/pdfs/alcohol.pdf.
- ✓ http://www.uwgb.edu/atod/.
- ✓ http://www.uwgb.edu/atod/tobacco-cessation/.
- ✓ http://www.uwgb.edu/atod/policies-laws/.
- ✓ http://www.uwgb.edu/hr/documents/forms/EmployeePolicyAcknowledgement.pdf.
- ✓ http://www.uwgb.edu/counseling-health/sexual-assault/rape-drugs.asp.
- ✓ http://www.uwgb.edu/counseling-health/sexual-assault/preventative-measures.asp.
- ✓ http://www.uwgb.edu/publicsafety/Annualsecurityfiresafetyreport2013.pdf.

- Iowa Code Section 261.9(1)(g) requires a school to maintain a special policy concerning tuition and fee charges for members of the Iowa National Guard or reserve members of the U.S. Armed Forces, or the spouse of such a member if the member has a dependent child, when the service member or spouse must withdraw from the school because the service member has been called to active (Iowa) state or federal military duty or service. During the registration evaluation process, the University amended its catalog to include language permitting a student who receives activity duty orders to withdraw at any time during a term. The University provided staff with written assurances dated September 4, 2013, and January 13, 2015, that if the student is the deployed service member, or the spouse of a deployed service member with a dependent child, his or her request for withdrawal and a full refund of tuition and mandatory fees for the term would be honored upon presentation of deployment documentation to the University. The University discloses this withdrawal policy for deployed service members in its undergraduate and graduate catalogs at:
  - ✓ http://catalog.uwgb.edu/undergraduate/general-information/academic-rules-regulations/.
  - ✓ http://catalog.uwgb.edu/graduate/general-information/academic-rules-regulations/.

- Iowa Senate File 2225 created a new Iowa Code Section 261.9(1)(h). This new law, generally effective July 1, 2012, requires a school to develop and implement a policy requiring employees, who in the course of their employment, attend, examine, counsel, or treat a child to immediately report suspected incidents of child physical and sexual abuse to law enforcement and to the school. By cross-reference to existing administrative rules for registration [283-21.2(261B), subsection 7], this policy applies to distance education program providers only if the provider has a compensated party conducting operational activities at a location in Iowa. However, since the University has no compensated party conducting any operational activity in Iowa and no plans to hire or contract with Iowa residents for this purpose (for example, as an online program instructor), this policy is not applicable to UWGB.

Student Consumer Information: In its registration application, the University affirms its willingness to comply with the requirements of Iowa Code Chapter 261.9, as stipulated by Iowa Code Section 261B.4(8). Chapter 261.9 requires disclosure to students of information about the school's programs, charges, tuition refund policies, whether a certificate or diploma awarded by the school is applicable toward a degree program the school offers, and the identity of the school's accrediting agency. These disclosures are duplicative of the federal Department of Education's student consumer information disclosure requirements for a school that participates in the federal student aid programs. The University provides these disclosures in its catalogs at:

- http://catalog.uwgb.edu/undergraduate/.
- http://catalog.uwgb.edu/graduate/.

The University affirms on the application that it will comply with the provisions of Iowa Code Section 261B.7. Effective July 1, 2012, these provisions of Iowa Code were modified to state that, provided the school does not claim "approval" or "accreditation," the school must disclose to students that it is registered by the Commission and provide Commission contact information for students who have questions or complaints about the school. These disclosures will be provided to Iowa resident online students on the University's web pages devoted to state authorization and student complaints at:

- http://www.uwgb.edu/provost/policies/online-degree-state-authorization.asp.
- http://www.uwgb.edu/provost/policies/complaint-procedures.asp.

Financial Responsibility: The University of Wisconsin - Green Bay is independently audited as part of the University of Wisconsin System by the Wisconsin Legislative Audit Bureau. The most recent independent auditor's report dated December 11, 2013, states that, in the auditors' opinion, the financial statements of the University of Wisconsin System fairly represent, in all material respects, the financial condition of the University System.

- A public institution is not required to calculate a composite score to measure its financial responsibility. A public institution is considered financially responsible if its debts and liabilities are backed by the full faith and credit of the State.

- A public institution is not required to determine the percentage of its revenue that is derived from Title IV student financial aid.

Full-Time Iowa Resident Faculty Member or Program Coordinator: The University of Wisconsin – Green Bay has no Iowa-based faculty or other employee and has no plans to hire Iowa-resident faculty or other operational staff. Administrative rules effective January 15, 2014, no longer require a school to employ an Iowa-based faculty member or program coordinator if it applies for authorization to offer only distance education programs.

Instructional/Supervisory Staff Qualifications: On its website, the University provides profiles for full- and part-time faculty who provide instruction in its online programs. A review of these faculty profiles reveals the following:

- Bachelor of Arts and Bachelor of Applied Studies in Integrative Leadership Studies: Of 8 faculty profiles reviewed, all are full-time. All but one faculty member has a doctoral degree. The remaining faculty member has a master's degree. Specializations among these faculty members includes sociology, environmental human development,

business, management, organizational behavior, sustainable organizations, ecological systems, computing science, organizational communication and leadership, healthcare, English, creative writing, biology, chemistry, humanities, women in literature, music, and fine arts.

- Bachelor of Business Administration: Of 27 faculty profiles reviewed, 13 are full-time. Education (Master's degree programs): Seventeen faculty members hold a doctoral degree. The remaining faculty members have at least one master's degree. Specializations among these faculty members includes topics such as business law and criminal law, elder law, finance and accounting, taxation and tax policy, mergers and acquisitions, real estate, investments, banking, industrial diversification strategies, risk management, marketing, entrepreneurship, international business, emergency preparedness, public service corporations, e-services, information systems (management, security, and data analytics), service loyalty and customer satisfaction, organizational psychology, organizational change, leadership and team development, sustainable management, human resource management, fraud management, and curriculum and instruction.

- Bachelor and Master of Science in Nursing and Bachelor of Health Information Management Technology: Of 17 profiles reviewed, 13 have doctoral degrees, and the remaining faculty members have a master's degree. The master's-prepared faculty members teach in the Bachelor of Science degree programs in nursing and health information management technology. Specializations among these faculty members include neonatal intensive care, acute care, managed care, elder care and identifying elder abuse, surgical intensive care, long term care, hospice, chronic illness and disability, women's health, nursing assessments, nursing informatics, healthcare leadership and management, quality care issues in nursing homes, substance abuse and addiction, public health, global health, occupational health and rehabilitation, pharmacology, pain management, financial management and human resources in health care systems, law and ethics, postsecondary education and leadership.

- Master of Science in Sustainable Management: Of 11 profiles reviewed, all but two hold a doctoral degree. The remaining faculty members have at least one master's degree. Specializations among these faculty members includes topics such as for-profit and non-profit organizational analysis, strategic planning, communication analysis, organizational behavior, strategic sustainability, entrepreneurship, community and economic development, civil and environmental engineering, pollution control and prevention, supply chain management, managerial accounting, operational decision making, business policy and strategy, international business management, corporate social responsibility, environmental studies, energy policy, public policy, business and real estate law, legal aspects of construction, real estate principles, physical geology, sedimentology, and hydrogeology.

Commitment to Iowa Students and Teach-Out: The University's application includes a letter signed by former Chancellor Thomas K. Harden in which he states his support for the University's online programs offered to Iowa residents and declares that, in the extraordinarily unlikely event the University closes before students have completed their courses of study, the University will provide alternatives for students to complete programs at other institutions.

Student Complaints: None.

Compliance with Iowa Code Chapter 714

Section 714.18 – Evidence of Financial Responsibility

Not applicable. The University is a public institution eligible for an exemption from financial responsibility as a postsecondary educational institution authorized by the laws of a State to grant degrees under Iowa Code Section 714.19, subsection 1.

Section 714.23 – State Tuition Refund Policy

Not applicable. Iowa's tuition refund policy for withdrawn students applies only to for-profit institutions.